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[bd.com](https://www.bd.com)

November 2023

Re: Important information for the U.S. BD Retirement Plan: Impact to Lump Sum Values from the BD Retirement Plan due to IRS interest rate changes for Plan Year 2024

Dear Participant:

We are providing you with the following information to make you aware of the recent IRS publication of the 2024 Minimum Present Value Segment Rates (“interest rates”). The matter of interest rates only applies to associates who are eligible for the legacy BD Final Average Pay benefit (frozen as of April 1, 2007) or the legacy Bard Career Average Pay benefit (frozen as of January 1, 2022) and who elect a lump sum distribution instead of an annuity option (“impacted associate”). These interest rates do not apply to associates who choose an annuity payment distribution option or are only eligible for benefits payable under the BD Cash Balance plan formula or the BD 401(k) Plan.

The change in interest rates will impact lump sum values for certain U.S. BD Retirement Plan participants eligible for the legacy BD Final Average Pay benefit or the legacy Bard pension plan benefit, who choose a retirement date between January 1, 2024 and December 31, 2024, and who elect a lump sum distribution instead of an annuity option.

What this means for you

If you are an impacted associate, the new interest rates go into effect for lump sum payments commencing on or after January 1, 2024. The rates below are used to calculate lump sum values for certain pension plan formulas based on a participant’s life expectancy. There is an inverse relationship to the interest rate used when calculating a lump sum value, therefore, the higher the interest rates, the lower the lump sum value.

Minimum Present Value Segment Rates (“interest rates”)	2023	2024
Segment 1 (used for first 5 years of life expectancy after benefit commencement)	4.48%	5.58%
Segment 2 (used for years 6-20)	5.26%	5.66%
Segment 3 (used for years after 20)	5.07%	5.56%

How lump sum values are calculated

To calculate the lump sum value of certain pension plans, the applicable annuity payment is converted using a “lump sum factor” which consists of the:

- Annuity payment amount at the time when payment would begin (varies depending on a participant’s age and years of service);
- Length of time a participant is expected to receive this annuity payment into the future (based on the mortality tables described in IRC Section 417(e); and
- Minimum Present Value Segment Rates published by the IRS, as described above

Important: If you are planning to retire from BD and commence a lump sum distribution from the BD Retirement Plan using the 2023 interest rates (e.g., prior to application of the new 2024 rates), you will need to contact Benefits Direct before December 1, 2023, and complete and submit the appropriate paperwork to Benefits Direct no later than December 9, 2023.

(continued)

Key considerations

As you consider how the change in interest rates may impact your future retirement planning, below are additional important considerations:

- The interest rates used in calculating lump sum benefits are prescribed by the IRS annually. BD does not have discretion with regard to interest rate changes
- Annuity payment options (paid monthly) are not impacted by these interest rate changes
- Lump sum benefits under the BD Cash Balance formula are not impacted by these interest rate changes
- BD cannot encourage or discourage retirement, regardless of when or why an associate chooses to retire from BD
- BD cannot promise or otherwise indicate to any associate that if you retire, you will be rehired back. This would be in violation of the IRS provisions that govern the Plan

Support tools and resources

For	Resource
Frequently Asked Questions (FAQs)	Review the enclosed FAQs which includes factors an impacted associate should consider when deciding to retire
No cost financial planning	Contact Ayco Financial Counseling 1-800-334-0823
Benefits projections under BD Retirement Plan	Visit Benefits Direct at www.bd.com/benefits or contact a Pension specialist at 800-234-9855, Monday through Friday from 8:00 a.m. to 8:00 p.m. EST
Retirement planning	Access the BD Retirement Checklist on HROne for assistance with keeping track of next steps for your health care, retirement income, equity compensation and other voluntary benefits before and after retiring from BD

Sincerely,

BD Total Rewards

Encl.

This document is meant to provide only a brief summary regarding interest rates used to calculate lump sum Retirement Plan benefits as prescribed by the IRS. If there is any discrepancy between this communication and the terms of the Plan, the terms of the Plan ultimately control. Should any questions ever arise about eligibility or the nature and extent of these benefits, the formal language of the plan documents as construed and interpreted by the plan administrator will govern. BD reserves the right to amend, modify, suspend, or terminate these plans, in whole or in part, at any time and for any reason by action of BD to the extent permitted by applicable law and the plan. This statement and the benefits described within do not imply any guarantee and are not an employment contract.



Interest rates and the BD Retirement Plan -Frequently Asked Questions (FAQs)-

Q: What are the IRS 2024 Minimum Present Value Segment Rates (“interest rates”)?

A: The 2024 Minimum Present Value Segment Rates (“interest rates”) published by the IRS in October 2023 are used in calculating the lump sum value for certain pension plan formulas based on a participant’s life expectancy. There is an inverse relationship to the interest rate used when calculating a lump sum value, therefore, the higher the interest rate, the lower the lump sum value. The new interest rates below go into effect for lump sum payments commencing on or after January 1, 2024.

Minimum Present Value Segment Rates (“interest rates”)	2023	2024
Segment 1 (used for first 5 years of life expectancy after benefit commencement)	4.48%	5.58%
Segment 2 (used for years 6-20)	5.26%	5.66%
Segment 3 (used for years after 20)	5.07%	5.56%

These interest rates are prescribed by the IRS annually. BD does not have discretion with regard to interest rate changes.

Q: How will I know if my lump sum calculation will be impacted by the interest rate changes?

A: You are an impacted associate if (1) you are BD U.S. Retirement Plan participant eligible for the legacy BD Final Average Pay benefit (frozen as of April 1, 2007) or the legacy Bard Career Average Pay benefit (frozen as of January 1, 2022), (2) you choose a retirement date between January 1, 2024 and December 31, 2024 and (3) you elect a lump sum distribution instead of an annuity option.

Q: How are lump sum values calculated

A: To calculate the lump sum value of certain pension plans, the applicable annuity payment is converted using a “lump sum factor” which consists of the:

- Annuity payment amount at the time when payment would begin (varies depending on a participant’s age and years of service);
- Length of time a participant is expected to receive this annuity payment into the future (based on the mortality tables described in IRC Section 417(e); and
- Minimum Present Value Segment Rates published by the IRS, as described above

Q: When am I eligible to retire from BD?






A: You are eligible to retire from BD if you are age 55 and have 10 years of continuous service, or age 65 with 5 years of continuous service.

Q: When am I able to commence my BD Retirement Plan benefit?

A: You can commence your BD Retirement Plan benefit when your employment with BD ends. You may also be eligible to initiate an in-service distribution while you are actively employed if you have past your 65th birthday. Please contact Benefits Direct for more information.

Q: Should I retire from BD as a result of these interest rate changes?

A: Each associate's circumstances are different, and the decision about when to retire is a personal one. While the impact of the IRS interest rate change is one factor to consider if you have a benefit under the legacy BD Final Average Pay formula or under the legacy Bard Career Average Pay benefit, there are several other important factors that may affect your decision. It's important you consider the following:

Factors to consider				
				
Your lifestyle	Your home	Your health	Your family	Expected length of your retirement
How will you spend your time in retirement? If you enjoy expensive hobbies or vacations, you may need more income.	Will you have enough income to cover your expected housing expenses? If you plan to pay off your mortgage or downsize, your expenses may be lower.	Have you considered setting aside savings for your healthcare? While other expenses may go down, your healthcare costs may increase.	Do you have children to support, or parents to care for? You'll need a savings strategy that works for all of you.	Will you have enough income to last through retirement? Many people can expect to live 25 to 30 years or more after they retire.

You may wish to consult with your financial advisor to help you with your decision. If you do not have one, BD offers one-on-one financial counseling at no cost to you while you are actively employed at BD. Contact Ayco at 800.334.0823 to set up an appointment.

Q: When is the deadline to initiate my retirement to receive a lump sum benefit using the 2023 interest rates?

A: The new interest rates go into effect for lump sum payments on or after January 1, 2024. If eligible, you can choose to commence a lump sum distribution from the BD Retirement Plan using the 2023 interest rates. You must initiate your retirement by contacting Benefits Direct no later than 8 p.m. Eastern time on November 30, 2023. For a benefit commencement date of December 1, 2023, all applicable paperwork must be completed and submitted to Benefits Direct by December 9, 2023. Note, your actual payment may not be made until 2024, due to administrative requirements, however the lump sum calculation will be based on 2023 interest rates.

Visit Benefits Direct at www.bd.com/benefits or contact a Pension specialist at 800.234.9855, Monday through Friday from 8:00 a.m. to 8:00 p.m. EST.

Q: Do I have to take a lump sum?

A: No. You can choose a monthly annuity option. Note that interest rates are not used to calculate an annuity option.

Q: Can I come back to BD later and be re-employed?

A: Generally, you should not terminate employment with the expectation that you will be re-hired by BD.

Q: Do I have to pay taxes on my retirement benefit?

A: Retirement benefits are generally treated as taxable income at the time you receive payment. Tax consequences may vary depending on the type of distribution and where you live. If you take a lump-sum payment, there may be significant tax consequences, including ordinary income tax, and in some cases an additional 10% penalty tax if you are younger than 59½. However, you can defer taxation of a lump sum by electing to roll over the distribution to another employer's eligible retirement plan or an individual retirement account (IRA), unless you are age 72 or older. When you request a distribution, you'll receive a special tax notice about the tax consequences of taking a distribution. You should consult a tax adviser before making any decision because the tax laws governing plan payments are complex.

Q: What if I don't have a financial planner/financial advisor?

A: If you do not have a financial planner/financial advisor, BD offers one-on-one financial counseling at no cost to you while you are actively employed at BD. Contact Ayco at 800.334.0823 to set up an appointment for advice about your personal financial situation.

For more information

About...	Contact...
No cost financial planning	Ayco Financial Counseling 1.800.334.0823
Benefits projections under the BD Retirement Plan	Visit Benefits Direct at www.bd.com/benefits or contact a Pension specialist at 800.234.9855, Monday through Friday from 8:00 a.m. to 8:00 p.m. EST.
Planning for your retirement	Please review Your BD Retirement Checklist .

This document is meant to provide only a brief Q&A regarding the BD Retirement Plan. If there is any discrepancy between the Q&A and the terms of the Plan, the terms of the Plan ultimately control. Should any questions ever arise about eligibility or the nature and extent of these benefits, the formal language of the plan documents as construed and interpreted by the plan administrator will govern. BD reserves the right to amend, modify, suspend, or terminate these plans, in whole or in part, at any time and for any reason by action of BD to the extent permitted by applicable law and the plan. This statement and the benefits described within do not imply any guarantee and are not an employment contract.